

MEDICAL DOCUMENTATION

Information necessary to evaluate requests for accommodations:

- Specific physical restrictions recommendations.
- Medical documentation supporting the need for requested physical restrictions may be supplied in a variety of methods:
 - Medical records for the past 6-12 months (recommended)
 - Demonstrates the severity of medical conditions and treatment history.
 - In most cases, this information can be obtained quickly by accessing a provider's healthcare portal.
 - Letter or report from a physician that includes, at a minimum, the following information:
 - Diagnosis, treatment rendered, objective findings, ongoing treatment plan, the specific physical restrictions recommended and an explanation as to the medical necessity for restrictions.
 - Medical Leave Form
 - Sufficient information may be incomplete and necessitate follow-up requests.

CONDITIONS THAT MAY PRESENT SEVERE RISK OF COVID

- Cancer
- Chronic kidney disease
- Chronic liver disease
- Chronic lung diseases, including:
 - Asthma, if it's moderate to severe
 - Bronchiectasis (thickening of the lungs airways)
 - Bronchopulmonary dysplasia (chronic lung disease affecting newborns)
 - Chronic obstructive pulmonary disease (COPD), including emphysema and chronic bronchitis
 - Having damaged or scarred lung tissue such as interstitial lung disease (including idiopathic pulmonary fibrosis)
 - Cystic fibrosis, with or without lung or other solid organ transplant
 - Pulmonary embolism (blood clot in the lungs)
 - Pulmonary hypertension (high blood pressure in the lungs)
- Dementia or other neurological conditions
- Diabetes (type 1 or type 2)
- Down syndrome
- Cardiovascular Conditions, including:
 - Heart failure
 - Coronary artery disease
 - Cardiomyopathies
- HIV infection
- Severely immunocompromised, including:
 - Persons with primary or acquired immunodeficiency
 - Persons on anti-rejection therapy following solid organ transplant or bone marrow transplant
 - Persons on biologic therapeutic agents such as tumor necrosis factor inhibitors
 - Persons with malignancy and ongoing or recent chemotherapy
 - Persons receiving systemic immunosuppressive therapy, including corticosteroids equivalent to 20 mg/day of prednisone for ≥ 2 weeks
- Pregnancy
 - Workforce members may continue work, but should not enter the rooms of patients who are symptomatic and being tested for COVID-19 or are confirmed to be positive for COVID-19.

Information provided by Work Connections
January, 2022

- Sickle cell disease or thalassemia
- Solid organ or blood stem cell transplant
- Stroke or cerebrovascular disease, which affects blood flow to the brain
- Tuberculosis
- Be 65 years of age or older
- Inability to be fully vaccinated

ACCOMMODATIONS REVIEW PROCESS

- ADA Coordinator and unit receives restriction recommendations from Work Connections.
- ADA Coordinator engages the instructor in the interactive process to explore accommodation options.
- ADA Coordinator explores reasonable options with academic unit/department.
 - Online teaching (or other remote employment).
 - Physical distancing or barriers in a teaching/working environment.
 - Staggered work schedules or work hours, including alternating remote and in-person work.
 - Redeployment to another unit or into alternative in-person work that decreases risk of exposure.
- Department determines accommodations.